

Department of DHS-Independence (409) Facts - FY06

http://www.dhs.state.ia.us/dhs2005/dhs_homepage/index.html



General Information

Address: 2277 Iowa Avenue
Independence, IA 50644

Contact Information

Email Address

Superintendent: Dr. Bhasker Dave	bdave@dhs.state.ia.us
Management Liaison:	
Personnel Assistant:	
HRE Personnel Officer:	
HRE Benefits Specialist: Lorie Murray	lorie.murray@iowa.gov
HRE Employment Specialist: Sheryl Gabel	sheryl.gabel@iowa.gov
HRE Workers' Compensation Specialist: Ed Holland	ed.holland@iowa.gov

Workforce Data

(unless otherwise noted, information provided is at the end of FY '06)

# FT EEs: 279	# PT EEs: 7	# Temporary EEs: 21	Avg. Length of Service: 18.27
Span of Control: 13.57	% Performance Evaluations Completed: 92.62%		Total Unemployment Insurance Claims: N/A
Age Groups:	# of Females: 179 % of WF: 64.16%	# of Minorities: 14 % of WF: 5.02%	# of Persons With Disabilities: 4 % of WF: 1.43%
<25 1			
25-34 21			
35-44 56	# of Males: 100 % of WF: 35.84%	# of Non-minorities: 265 % of WF: 94.98%	# of Persons With Non-Disabilities: 275 % of WF: 98.57%
45-54 123			
55-64 72			
65+ 6			
Average Age: 49.2			
Officials/Administrators EEO Category 1: 9	Professionals EEO Category 2: 85	Technicians EEO Category 3: 16	Protective Service EEO Category 4: 14
Paraprofessionals EEO Category 5: 0	Administrative Services EEO Category 6: 21	Skilled Craft EEO Category 7: 18	Service/Maintenance EEO Category 8: 116
Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 22	Transfer In: N/A
Retirements: 6	All Terminations: 3	Voluntary Quits: 8	Transfer Out: N/A
# of Classes Used: 75	Most Populous Classes: Resident Treatment Worker (71), Registered Nurse (23), Licensed Practical Nurse (14)		

Leave and Benefits

(unless otherwise noted, information provided is at the end of FY '06)

Vacation Payouts: \$25,771.11	Sick Leave Payouts: \$7,284.60	Annual Payroll: \$13,118,997.36	Avg. Base Salary: \$44,646.19	Overtime Days Worked: 853.5
Overtime Cost: \$189,349.50	Reassignment Pay: \$0.00	Recruitment Bonus Pay: \$0.00	Retention Pay: \$0.00	Exceptional Job Performance Pay: \$0.00
Workers' Comp Payouts: \$48,253.59	Vacation Pay - Earned Value: \$1,119,667.81	Vacation Days Earned: 6,287.1	Vacation Used Expense: \$1,097,799.50	Vacation Days Taken: 6,188.9
Workers' Comp Days Used: 578	Sick Leave Days Earned: 5,004.1	Reg. Sick Leave Used Expense: \$475,243.51	Reg. Sick Leave Days Used: 2,869.7	Converted Sick Leave To Vacation Used Expense: \$117,682.76
	Sick Leave -Earned Value: \$840,546.79	Converted Sick Leave To Vacation Days Used: 570.0	Avg. Sick Leave Days Per EE: 10.29	
Injury Leave Used Expense: \$4,056.80	Injury Leave Days Used: 24.5	Classification Appeals: N/A	Reclassifications Up (Filled): 0 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 1 Approx. Annual New Cost of Reclassified Positions:* \$0.00	Grievances Contract Grievances: 8 Disciplinary: 7 Language: 1 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$0.00	Funeral Days Used: 0	Extraordinary Pay: \$638.40		
Jury Leave Used Expense: \$0.00	Jury Leave Days Used: 0	Special Duty Pay: \$0.00		

* based on difference between average of old and new pay grade FY '06. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A Goal Achievement (FY '06): N/A	Minorities: Current Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A Goal Achievement (FY '06): N/A	PWD: Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A Goal Achievement (FY '06): N/A
---	--	---

Sources: AS400 Queries; "Just the Facts for 2006" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: April 9, 2007